

TOWN OF WINCHENDON

Master Plan Committee



Approved: 8/18/2020

RECEIVED

AUG 18 2020

WINCHENDON TOWN CLERK

Telephone (978) 297-5414

Meeting Minutes
August 11, 2020

Meeting held via zoom:

Meeting ID: 938 9841 9927

Passcode: 1712944

Members present: Elaine Mroz, Co-chair, Jane LaPointe, Jill D'Acciotti, Art Aminta
Meeting called to order: 2:07pm Staff: Tracy Murphy, Nicole Roberts, Marc Dowdert (initials)

Minutes: There were no minutes presented.

Chapter Revisions: The Draft Master Plan as presented to the committee is attached to these minutes for reference. The Committee reviewed edits based on comments in red text. Notes reflecting that discussion are included on the attached document.

Discussion included:

Articulate that the document is a living document and changes will be needed. (pg.2)

Vision Statement: present or future tense.

Addition of Volume 1 & 2 description

Reference to the 2015 Open Space & recreation Plan

Include the need for coordinated dissemination of information via website, social media platforms, etc.

Define Winchendon HEAL, modify to include all initiatives

Strengthen the language on the Services and Facilities chapter

Include broadband to home businesses

Evaluate the concept of Town Manager or School Superintendent ask/answer forums.

Format:

Remove "implementation" from pages that appear before the implementation chapter.

Implementation:

It was discussed in this Chapter there seems to be much mention of the Town Manager in the implementation chapter, as to add more roles to an already busy individual. Jill asked

if there was a way to reduce the need for the Town Manager to be named in the roles he was. Jane mentioned, for her, that it was hard to visualize the individuals responsible for the different roles without making a spreadsheet with all the information.

Jane thought in a discussion such as this, Tracy really needed to be part of the discussion for this topic. Master plan committee agreed to talk about this at the next meeting.

Next Meeting: August 18, 2020 at 2pm via ZOOM format.

Meeting Adjourned: 4:03pm

Respectfully Submitted:
Nicole Roberts, Land Use Coordinator

8/18/2020 - Minutes approved via Zoom meeting
(Signature)

Well-Being

2:07 PM

8/11/2020

Minutes next week (3 sets)

Adjourn: 2:40 PM

next meeting: 8/18/20



Our Plan

| | | |
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| Why Plan? A Master Plan guides a community's growth and development over a period of one to two decades. It establishes the community's vision and sets priorities, policies, and actions to best achieve that vision. The Master Plan forms the basis of the town's long-term planning, budgeting processes, and informed decision-making, such as in town boards and staff, as well as residents and businesses, about these goals and measures. The Master Plan can also help secure grant funds to support projects and services that are important to Winchendon. | Why Plan Now? Circumstances and trends have changed since the last master plan was adopted in 2000. Subsequently, in 2002 and 2007, the town updated the plan with new information, but did not make substantial changes to the plan's core goals and assumptions. The 2001 plan predicted population growth from 8,811 to 10,217 by 2020. While actual population has increased by more than half that large, at only 10,728, the plan also did not predict the prevalence of food insecurity, increasing demand on older adults, and an increase in the number of female, single head of household with children under 5 and that did not provide guidance on increased services and programming programs for all vulnerable populations. | |
| "The more a community does in evidence its distinctive identity the more reason there is to still and invest there." <small>In memory, Our Town and Some Ideas in the Making and Beyond</small> | | |

Key Challenges We Face

- Losing all claimed residents
- Improved quality of life
- Growing in a way that honors the past
- Aging and Migrant Infrastructure
- Improvement of a stagnating local economy
- Attraction and retention of families and youth

Vision

Winchendon will be a town that embraces its enduring heritage of craftsmanship, entrepreneurial spirit, civic engagement and sense of community - abundant in culture, recreational opportunities, and natural beauty...a place where we are proud to call home.

Making It Happen

The goals and strategies of the plan are informed by personal belief and insights. Addressing community's vision and addressing these challenges requires the active implementation of the strategies set forth in the plan. The implementation of the chapters of the plan will require the participation of citizens, actors, and leaders for getting things done.

Timing

The timing for the completion of strategies is broken down by the following timelines:

- Ongoing: fundamental tasks that establish the framework for the plan
- Short Term - Actions that have low risk and/or certain reward. 0-2 years
- Medium Term - Projects that take longer to achieve, need ongoing planning, or may require significant investment. 3-5 years
- Long Term - Projects that require sustained, multi-year effort and significant investment. 2-10 years

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Tracy, Jane / Elaine
agreed

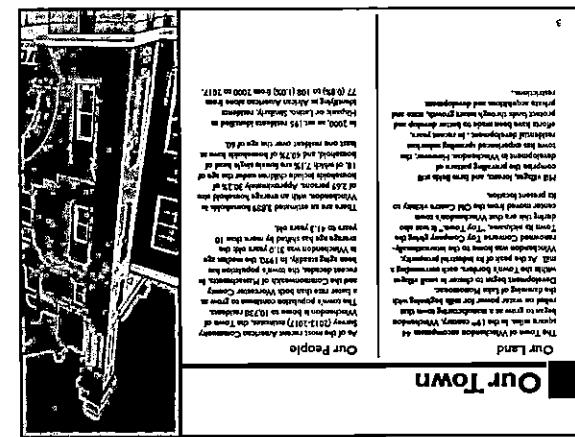
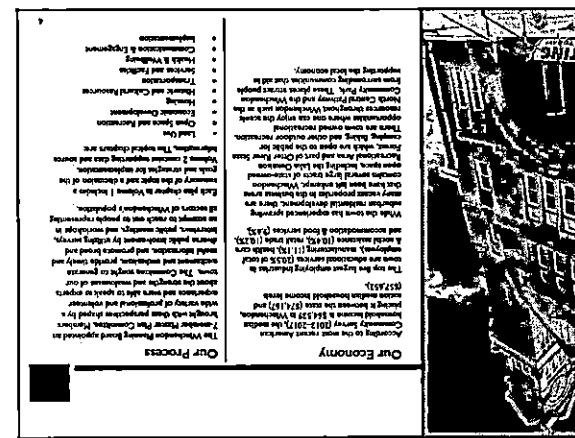
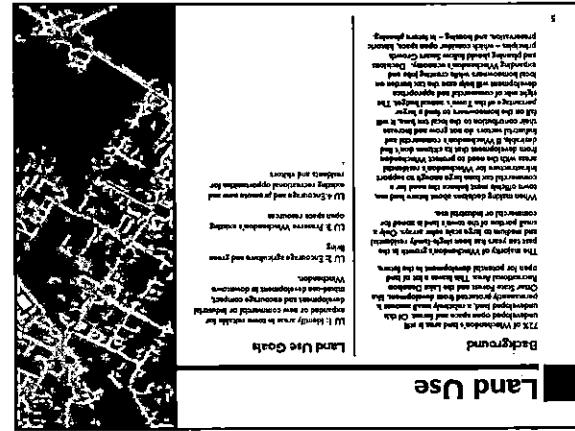
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as a living document
Elaine OK - strike first
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remove - it's understood that"

family house

real estate

value & development

real estate





| Implementation | | |
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| Goal | Strategy | Timeframe |
| LU 1: Identify areas in town available for expanded or new agricultural operations. Encourage agriculture and encourage compact, sustainable development in downtown Winchendon. | Strategy LU 1.1: Hold a public meeting where boards, commissions, departments and the public put together to brainstorm ideas. Strategy LU 1.2: Be proactive about preventing historic structures from being demolished. | Medium-term |
| | Strategy LU 1.3: Enforce the zoning bylaw while supporting the Planned Development Board's goal of walkable, mixed-use development. | Ongoing |
| | Strategy LU 1.4: Program updated zoning bylaws and regulations to support the growth of agriculture, including allowing for short and allowing more than one building per parcel. | Medium-term |
| LU 2: Encourage agriculture and green living | Strategy LU 2.1: Continue pursuing competitive grants under the town's Green Community designation. Strategy LU 2.2: Encourage agriculture as an industry. Strategy LU 2.3: Promote awareness among town residents about everyday sustainability practices. | Ongoing |
| LU 3: Preserve Winchendon's valued open space resources | Strategy LU 3.1: Consider partnerships with conservation organizations at Mt. Pleasant Audubon, North County Land Trust & like groups. Strategy LU 3.2: Consider participation in the State Community Preservation Act (CPA) program. The CPA offers state-matched grants for land purchases, with state matching funds. Funds can only be used for open spaces, historic preservation, affordable housing, and outdoor recreation. | Short-term |
| LU 4: Encourage new and exciting opportunities for residents and visitors | Strategy LU 4.1: Evaluate opportunities to protect Winchendon's existing municipal and school recreation areas. | Ongoing |

which

Elaine made initial change

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| <h2>Open Space</h2> <p>Background Winchendon's current pattern of open space and recreation facilities reflect the historical role of agriculture and industrial production based on forestry resources, industrial decline, and urbanization. The historical values of agriculture and forestry are reflected by the unique rich in water and forestry resources. Now Winchendon's natural landscapes and related outdoor recreation facilities are changing, development to serve people who work in the greater Worcester and Boston areas and stay in Winchendon due to the availability of large tracts of land. With more residents and less available open land, there will be increased demand for recreation facilities. Recreational land will be needed in Winchendon. Winchendon has access to forests, trails, streams, and open spaces. However, there are some lacks of public access to all of them in the town. Like Winchendon's neighbors, there is a growing population of seniors and these are a group of special concern; they need choices for healthy activities in addition to organized sports.</p> | <p>Open Space Goals</p> <p>OS 1: Continue to protect the quality and quantity of water resources</p> <p>OS 2: Conserve open space resources and connect them with recreation facilities</p> <p>OS 3: Pursue the Goals laid out in the Open Space & Recreation Plan, 2015 update</p> <p>OS 4: Increase townpeople's and visitors' access to and enjoyment of open space resources</p> | |
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7

Elaine

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| <p>Implementation</p> <p>Strategies</p> <p>Strategy OS 1.1: Encourage upgrading or replacing failed septic systems and inspection of the sewer system</p> <p>Strategy OS 1.2: Protect quality and quantity of natural resources by conserving land through acquisition of easements</p> <p>Strategy OS 1.3: Protect current land from dredging, water supplies</p> <p>Strategy OS 1.4: Identify and prioritize areas and parcels for protection, examine the range protected under agricultural and forestry property programs, and consider the community options</p> <p>Strategy OS 1.5: Promote and implement land management practices to protect natural resources and reduce flooding</p> <p>Strategy OS 1.6: Develop a Master Policy and Townwide</p> <p>Strategy OS 1.7: Identify areas for cool and warm space linkages including connected routes to TRM and other communities</p> <p>Strategy OS 1.8: Seek to acquire properties to improve community open space and recreational opportunities, such as popular parks and highly visible locations for both tourism and residents</p> <p>Strategy OS 1.9: Develop a network of neighborhood and school playgrounds and walking routes</p> <p>Strategy OS 2.2: Continue to expand the availability of acres held under the Open Space & Recreation Plan, 2015 update</p> <p>Strategy OS 2.3: Continue to increase levels of all resources for acquisition and programs, and develop specific programs to meet need</p> <p>Strategy OS 2.4: Identify long-range funding for maintenance and programs</p> <p>Strategy OS 2.5: Prioritize acquisition needs</p> <p>Strategy OS 2.6: Support expansion of agricultural uses opportunities</p> <p>Strategy OS 2.7: Obtain an Agri-tourism Permit and permit effects to develop recreation opportunities at farms</p> <p>Strategy OS 2.8: Increase awareness of the value of the Town's natural resources and open areas</p> <p>Strategy OS 4.1: Identify community enhancement and site improvements for existing Town open spaces</p> | <p>Timeframes</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Short-term</p> <p>Ongoing</p> <p>Long-term</p> <p>Medium-term</p> <p>Medium-term</p> <p>Ongoing</p> <p>Ongoing</p> <p>Medium-term</p> <p>Medium-term</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> |
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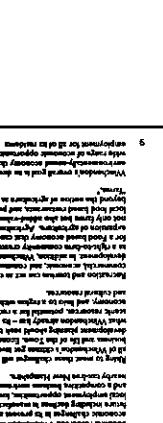
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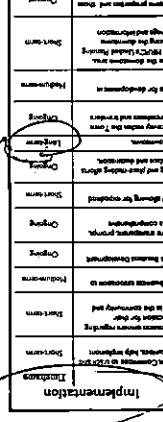
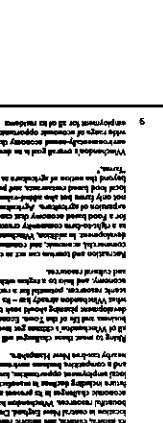
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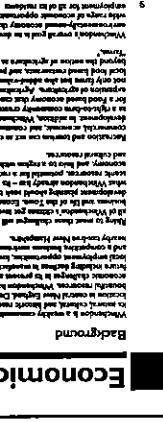
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draw: EDs

| Implementation continued... | |
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| Goal 10 |  |
| Goal 9 |  |
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| Goal 7 |  |

| Implementation continued... | |
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| Goal 10 |  |
| Goal 9 |  |
| Goal 8 |  |
| Goal 7 |  |

| Economic Development | |
|----------------------|---|
| Goal 3 |  |
| Goal 2 |  |
| Goal 1 |  |

| Implementation continued... | | |
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| Goal | Strategy | Timeline |
| ED 4: Increase the value perception of Whitchurch's people to their future business needs and encourage entrepreneurs of all ages. | Strategy ED 4.1: Align education, vocational training and support services with the needs of the community to support the employment and business opportunities that Whitchurch offers to its residents. | Ongoing |
| | Strategy ED 4.2: Encourage and support entrepreneurship linked to education, training, and job opportunities. | Ongoing |
| | Strategy ED 4.3: Encourage and support the entrepreneurial potential of our craftspeople, artists and artisans. Build a strong network of business support services to help them succeed. | Ongoing |
| | Strategy ED 4.4: Rehabilitation underutilized areas where infrastructure already exists. Investments and reuse of existing buildings will preserve irreplaceable principles while capturing the character of the community. | Ongoing |
| | Strategy ED 4.5: Work to secure funding for leveraged rehabilitation and redevelopment via the new Economic Development Committee. | Ongoing |
| | Strategy ED 4.6: Identify new areas for business development and consider protecting these areas from proposed economic developments. | Long-term |
| | Strategy ED 4.7: Conduct a review of the Town's zoning bylaws to determine their adequacy for accommodating diversified uses and development. | Medium-term |
| | Strategy ED 4.8: Appropriately seek funding for road and infrastructure improvements. Town officials should work federal and state funding for regular funding of local projects. | Ongoing |
| | Strategy ED 4.9: Explore regularization of services such neighboring towns. This has the potential to reduce operating costs. | Ongoing |
| | Strategy ED 4.10: Consider policies to encourage green development in commercial, industrial, and residential buildings and operations. | Ongoing |
| | Strategy ED 4.11: Pursue the institution of related by-laws to assist in all aspects of town life, while allowing modern facilities, government offices, and other public places. | Medium-term |

→ Jane: Include internet to homes
Be sure it is in the town

| Housing | | |
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| Background | | |
| In the last decade, housing units growth in Whitchurch has significantly outpaced population growth. Despite this, Whitchurch still has not reached the minimum number of dwellings required by Massachusetts Chapter 42B of the Massachusetts General Law. | Housing Goals | |
| As Whitchurch's population has grown over the past few years, the number of body-oriented households in the Town has been increasing. However, there may become a concern which corresponds to the rise in Whitchurch's senior population. The increase in the number of seniors will meet the need for housing that can accommodate people with physical disabilities and those who require care. Having affordable housing becomes a factor for people living on a fixed income. | HO 1: Strive to achieve compliance with Chapter 42B | |
| Whitchurch is also faced with a large amount of aging housing stock. 41% of Whitchurch's total housing stock was built before 1940, and 31% was built before World War II. Many of these older units may be in need of rehabilitation. | HO 2: Allow for a wider variety of housing opportunities | |
| Proper affordable housing is still Whitchurch residents may require a broad variety of housing types to meet local needs. | HO 3: Address high vacancy rates | |
| | HO 4: Rehabilitate Whitchurch's existing aging housing stock, and preserve older historic homes | |
| | HO 5: Create neighborhoods that are connected to downtown Whitchurch via transportation options | |

| Implementation | | |
|---|--|-------------|
| Goal | Strategy | Timeline |
| HO 1: Strive to achieve compliance with Chapter 42B | Strategy HO 1.1: Create a Major Production Plan (MPP) that gives communities that are not yet in compliance with Chapter 42B the opportunity to show that they are making progress in ensuring more affordable housing. A MPP would also help the Town determine the appropriate mix of housing needed for current and future populations. | Short-term |
| | Strategy HO 1.2: Continue to partner with housing organizations to build more affordable housing. | Ongoing |
| HO 2: Allow for a wider variety of housing opportunities | Strategy HO 2.1: Encourage more apartments above businesses downtown and on Central Street. | Ongoing |
| | Strategy HO 2.2: Find ways to promote the use of the Open Space Residential Development (Cluster Development) bylaw as more residential developments are being proposed. This bylaw allows for the sale of land, allowing the rest of the land to be used as common open space. | Medium-term |
| | Strategy HO 2.3: Encourage de-development of income-restricted organizations in multi-family housing complexes. | Medium-term |
| HO 3: Address high vacancy rates | Strategy HO 3.1: Create incentives for landlords to increase accessibility in upper-floor apartments. | Medium-term |
| HO 4: Rehabilitate Whitchurch's existing aging housing stock, and preserve older historic homes | Strategy HO 4.1: Continue to apply the Community Development Block Grant (CDBG) funding for housing rehabilitation. | Ongoing |
| HO 5: Create neighborhoods that are connected to downtown Whitchurch via transportation options | Strategy HO 5.1: Improve sidewalks and availability. | Ongoing |
| | Strategy HO 5.2: Promote the Safe Routes to School program to create safe, walkable infrastructure in residential neighborhoods, including sidewalks, crosswalks, and bike lanes. This program can also help parents about the benefits of walking or bicycling to and from school. | Short-term |
| | Strategy HO 5.3: Create more walking and biking trails. | Ongoing |

Historic and Cultural Resources

Background

Historic and cultural preservation benefit the entire Town of Wearewood. There are culturally and historically important structures and sites throughout the Town. Additionally, there are museums, events, celebrations, and organizations that add to Wearewood's cultural heritage. These resources are important to the Wearewood community, build civic pride, and help define Wearewood's identity.

Wearewood has a rich history of industry and innovation. Of particular note is the most well-known – “Toy Town,” the former home of the world’s largest toy factory, but during the 1800s, Wearewood was also known for its wooden barrel business, the first wood cellulose plant, which was marketed and the 1930s. Although the historical significance of these buildings is in the past, they are still important to Wearewood. The town needs to continue to support and encourage the use of historic and cultural resources to help focus their economies and create a unique brand or

Identify for their community. Awareness of these valuable resources is crucial in creating pride and land use policies that protect these resources and preserve them for future generations.

Maintaining, restoring, and renewing historic properties can reserve neighborhood character and attract tourists, manufacturers, and street businesses that are looking for communities with a high quality of life and sense of pride. Wearewood has a rich history, and it is important to preserve historic sites & preserving traditions through annual celebrations and events that attract Wearewood residents and visitors.

Historic and Cultural Resources Goals

HC 1: Preserve Wearewood's existing historic and cultural assets

HC 2: Promote Wearewood existing historic and cultural assets



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Implementation 16

| Goal | Strategy | Timeline |
|---|---|-------------|
| HC 1: Preserve Wearewood's existing historic and cultural assets | Strategy HC 1.1: Receive the Wearewood Reconnaissance Report. | Short-term |
| | Strategy HC 1.2: Implement preservation measures on historic properties to prevent historic structures from being demolished or damaged. | Ongoing |
| | Strategy HC 1.3: Feed into our “Wearewood by night” – lack of investment in old buildings and why businesses are displaced that any kind of renovation is no longer feasible. | Ongoing |
| | Strategy HC 1.4: Expand efforts to identify, preserve and develop significant historical resources in our Town’s collection, change and reflect the community’s culture and history that is reflected in this master plan. Assets such as, Old Wearewood Cemetery, Bigelow-Wearewood Community Park, Bell’s Hammon Library, Town Hall, G.A.R. Hall. | Short-term |
| | Strategy HC 1.5: Educate owners of historic properties about the importance of reducing unnecessary structural spaces due to deterioration, and structural damage to avoid possible loss of historic resources. | Medium-term |
| | Strategy HC 1.6: Encourage the Wearewood History and Cultural Committee to work to increase presence, and accessibility of Wearewood public schools and produce increased interest in interacting with research, cataloging and perhaps even grant writing. | Medium-term |
| HC 2: Promote Wearewood's cultural heritage and existing historic and cultural assets | Strategy HC 2.1: Promote the Wearewood History and Cultural Committee to work to increase presence, and accessibility of Wearewood public schools and produce increased interest in interacting with research, cataloging and perhaps even grant writing. | Ongoing |
| | Strategy HC 2.2: Promote Wearewood’s industrial heritage through modern-day events that focus on invention and creativity. | Ongoing |
| | Strategy HC 2.3: Use historic buildings and churches for cultural and other events. | Ongoing |
| | Strategy HC 2.4: Encourage Wearewood Historical Commission members to seek out training in modern preservation techniques to better serve the Town. | Short-term |

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Transportation and Circulation

Background

The average travel time to work for Wearewood's residents is 34.5 minutes, which is higher than the national average of 28 minutes. Between 1990 and 2005, average travel time increased by 33.5%, and has continued to increase since then. Part of this trend can likely be attributed to the increasing cost of fuel, gas prices and income levels, which attract homeowners who are willing to travel longer distances to live in a town for a lower, a relatively undeveloped budget.

Three major roadways connect Wearewood to the surrounding regions and provide access to major metropolitan areas including the I-93 corridor. Route 207 runs north-to-south and connects Wearewood to Concord, New Hampshire's state capital. Route 102 runs east-to-west and provides access to Route 2, which is the region's major east-west link. Route 12 also runs north-to-south connecting Wearewood to Exeter, Fitchburg, and Lancaster. Route 140 is another roadway that connects Wearewood to major regional centers such as Dover, Nashua, and Manchester as connecting to Route 2. These major roadways provide Wearewood with connectivity to the rest of the Merrimack Valley and a readily available supply of potential tourist traffic.

This heavy traffic flow also creates challenges for central Wearewood. Wearewood is a primarily a focused right-of-way town with limited crosswalks and it has been difficult to safely accommodate vehicle through-traffic. The Central Street corridor is considered to be one of the most problematic in the town and contains a pedestrian-friendly town center where people can linger, socialize, and shop.

Transportation and Circulation Goals

TR 1: Create a main Wearewood's commercial center welcoming to multiple forms of non-automobile transportation

TR 2: Improve traffic safety in downtown Wearewood

TR 3: Expand the regional trail network

TR 4: Improve maintenance of transportation infrastructure



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| Implementation | | |
|---|---|-------------|
| Goal | Strategies | Timelines |
| TR 1: Make Wickenbend's comprehensive planning underway in multiple forms or transportation | Strategy TR 1.1 Create a Comprehensive Circulation Study Plan that will fully identify major roadway issues, utility issues, freight, transit, and other modes. | Medium-term |
| | Strategy TR 1.2. Note and implement, especially downtown, some pedestrian-friendly changes through construction and rehabilitation of sidewalks. | Long-term |
| TR 2: Improve regional rail and downtown Wickenbend | Strategy TR 2.1 Analyze available traffic data that has from at least the past three years, focusing initially on areas with high crash rates. | Short-term |
| | Strategy TR 2.2 Implement traffic calming measures in downtown Wickenbend per the 2017 Rehabilitation Strategy Document. | Medium-term |
| | Strategy TR 2.3 Schedule free traffic counts with the MPPC to monitor traffic pattern over time and anticipate future improvements. | Ongoing |
| TR 3: Expand the regional rail network | Strategy TR 3.1 Complete the Trail Master Plan to inventory existing trails and propose new trails, including opportunities for expansion, management, and funding and assessment of new projects. | Medium-term |
| | Strategy TR 3.2 Continue to work with neighboring communities and regional entities to establish a regional rail network along Wickenbend to Veridian Regional Rail opportunities outside its borders. | Ongoing |
| TR 4: Improve maintenance of transportation infrastructure | Strategy TR 4.1 Identify areas of the town infrastructure that are in poor condition and prioritize those areas for repair, maintenance, and funding and assessment of new projects. | Medium-term |
| | Strategy TR 4.2. Conduct and maintain inventories of culverts and identify a mechanism to clean, repair, and update structures as needed. | Medium-term |
| | Strategy TR 4.3. Consider to seek funding for infrastructure projects on Local Protection Federal Aid eligible roads through the MPPC process, work with the MPPC and Mass DOT on projects and funding opportunities. | Ongoing |

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| Services and Facilities | | |
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| Background | Services and Facilities Goals | |
| <p>This chapter of the Master Plan presents a general overview of Wickenbend's town government, facilities and services. All identified goals and strategies are intended support the town's aim of providing accessible, cost-effective, reliable services and programs that reflect the values and diversity of our community.</p> <p>As the population ages, investment may be required to support the health, housing, social, and transportation needs of seniors. Public education is offered by the town alone, making Wickenbend the only town in the state whose entire school system is not being shared as Wickenbend school system was to be part of a regional school district with other communities. However, many choose to send their kids to schools outside of Wickenbend. This can be considered sub-optimal services, but there also do not want to decrease staff turnover further.</p> <p>To deal with these challenges above – as well as better prepare for a changing future – the town will need to continue to its efforts, adopt new technologies and resources, seek collaboration where possible, and manage its budget in a responsible way.</p> | <p>SF 1. Maintain existing Town & School services, facilities and programs, and pursue opportunities between the various departments, boards, commissions and community service providers</p> <p>SF 2. Seek and utilize regional resources and services where available</p> <p>SF 3. Ensure Wickenbend's services and facilities are accessible for all</p> <p>SF 4. Continue efforts to coordinate town, school and community services including use of digital tools and new technological resources</p> <p>SF 5. Improve the capacity and knowledge base of all current and future Board and Committee members</p> <p>SF 6. Continue energy conservation measures under the town's Green Community designation</p> <p>SF 7. Identify the town resources needed for the implementation of this plan</p> |  |

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| Implementation | | |
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| Goal | Strategies | Timelines |
| SF 1: Promote communication between the various town, school, departmental and community service providers | Strategy SF 1.1. Create quarterly meetings of all municipal boards, committees, and commissions to be held by the Board of Selectmen, to fully benefit coordination process, reduce duplicate efforts, and promote a more informed approach to governance. | Short-term |
| | Strategy SF 1.2. Continue to hold regular department head meetings to discuss issues and opportunities for improving town development status in the town. | Ongoing |
| | Strategy SF 1.3. All boards and committees with purview of land management and zoning issues to meet monthly to discuss planning and development status in the town. | Ongoing |
| | Strategy SF 1.4. Present an updated organization flow chart for each of municipal departments, boards, commissions, committees and ad-hoc groups to clearly delineate who is responsible for what and when they report to, include the Board of Directors. | Medium-term |
| SF 2: Seek and utilize regional resources and services | Strategy SF 2.1. Pursue regionalization opportunities to increase local government capacity and collaboration with nearby communities. | Ongoing |
| | Strategy SF 2.2. Expand information technology (IT) capabilities. | Short-term |
| SF 3: Ensure Wickenbend's services and facilities are accessible to all | Strategy SF 3.1. Increase interaction between the Old Memorial Library and Old Friends & Senior Center. | Medium-term |
| | Strategy SF 3.2. Consider options plus for the Old Memorial Library to meet increased growing demand for senior services (including mailing equipment, and facility improvements). | Medium-term |
| SF 4: Continue efforts to coordinate town, school, departmental and community services | Strategy SF 4.1. Continue to use town websites, as well as town newsletters, to provide timely information and promote upcoming events, meetings, and diverse town opportunities. | Ongoing |
| | Strategy SF 4.2. Increase inter-community cooperation between towns and governments to find opportunities for citizens to provide feedback. | Short-term |
| | Strategy SF 4.3. Broadcast and publish quarterly "State of the Town" updates or conduct "Ask the Town Manager/Select Board" type of forum. | Short-term |

20

Jane
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to beginning

Jane
Increase->Improve

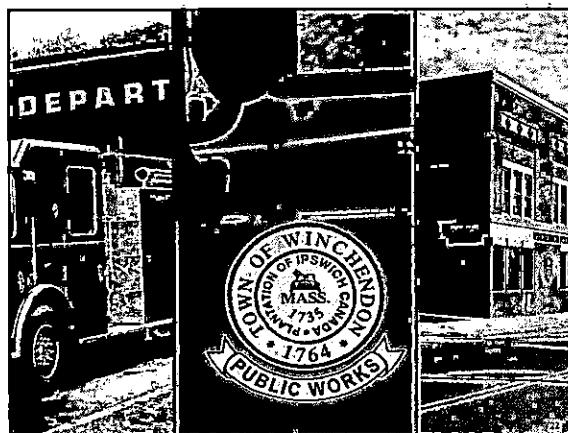
Mark: made some changes
to strengthen the language
SF 1.4 - short term? Jane agreed
SF 4.2 - broad

SF 4.1 - Mark:
Promote meetings, events and
new info thru the use of the
town website as well as town
departmental social media
pages · platforms

| Implementation continued... | | |
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| Goal | Strategy | Timeline |
| SF 5: Improve the capacity and knowledge-base of all members of the Board and Committee members. | Strategy SF 5.1: Each board and committee in Winchendon's Town Government should endorse their purpose, strategies, policies to expand participation and prepare a handbook that details their policies and procedures. Offer board-sponsored training sessions to inform new members about their roles. Each entry should identify ongoing training opportunities for all members. | Medium-term |
| SF 6: Continue energy conservation measures under the town's Green Community designation | Strategy SF 6.1: Winchendon should continue exploring conservation measures and strategies for its municipal structures as well as continue to apply for future competitive grant funds through the Green Communities program. | Ongoing |
| SF 7: Identify the implementation team needed for the implementation of the plan | Strategy SF 7.1: Establish a Master Plan Implementation Committee | Short-term |

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| Community Health & Wellbeing | |
|---|---|
| Background | Health & Wellbeing Goals |
| <p>Winchendon's most important asset is its people and the quality of life that they can have, build and enjoy in Winchendon. The health and well-being of its residents are determined by a variety of factors:</p> <ul style="list-style-type: none"> • availability of resources to meet daily needs • access to social and economic opportunities • physical environment • nature of social interactions and relationships • transportation options • availability of opportunities for recreation • accessible built environment • access to basic services and services • environments free of toxins <p>Our community must respond to a changing environment. Traditional options for routine grocery and food stores no longer exist, the hospital is no longer available, and medical opportunities and local medical care options provide for residents' needs, but only for people who can afford to pay.</p> <p>On the positive side, there are assets that can build on. Various spaces are available downtown to fill the need for grocery and retail. The group agriculture has been successful in providing fresh healthy food if a distribution system is established and there is increased awareness and support to address housing and transportation needs.</p> | <p>HW 1: Coordinate with community resources, groups, nonprofits and businesses (including farmers/grocers) to address the issues of food insecurity and food access</p> <p>HW 2: Improve transportation options for all residents and particularly for those who are less able to drive to medical care, work or school/education</p> <p>HW 2.5/HW 3: Continue to pursue all means to improve the condition and awareness of housing options</p> <p>HW 4: Promote opportunities for improved connectivity among Winchendon residents to know and support each other within and across demographics</p> <p>HW 5: Ensure that all residents, across demographics, are aware of all programs and services available that can make a difference in their quality of life</p> |

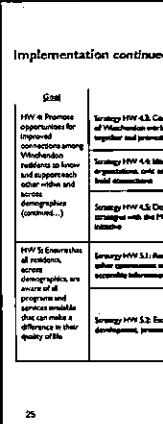
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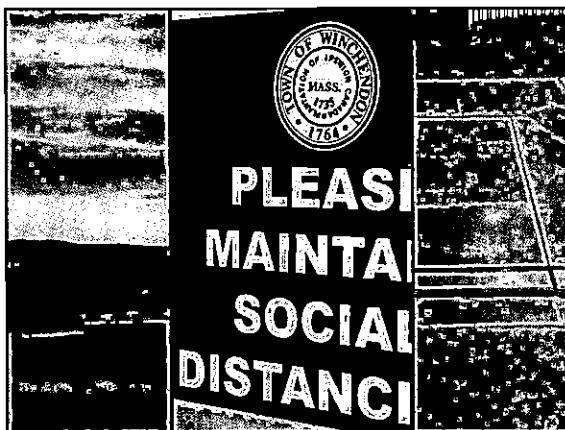
| Implementation | | |
|--|--|-------------|
| Goal | Strategy | Timeline |
| HV 1: Coordinate with community members, groups, associations and businesses (including farmers) to address the issues of food security and food access. | Strategy HV 1.1: Continue to build awareness of existing underway and update on what is happening to get involved, and how the diverse health & welfare for all in Winchendon | Ongoing |
| | Strategy HV 1.2: Ensure effective communication and coordinate across initiatives to build an entrepreneurial and economically sustainable food system for Winchendon | Short-term |
| HV 2: Increase transportation options for all residents, particularly for those who require reliable access to medical care, work or school/education | Strategy HV 2.1: Research system that communities similar to Winchendon have used to meet transportation needs identify what makes sense for Winchendon | Short-term |
| | Strategy HV 2.2: Evaluate and work to improve the efficiency of transportation options, i.e. MART, CAC, Senior Center, RideSmart, etc. | Short-term |
| | Strategy HV 2.3: Work with our state and federal representatives to bring necessary resources to Winchendon | Medium-term |
| HV 3: Continue to pursue all means to improve the availability and attractiveness of housing options | Strategy HV 3.1: Coordinate with existing and planned housing related strategies to build awareness of opportunities, needs and options to address the need for these initiatives and to any current or future practices | Ongoing |
| | Strategy HV 3.2: Research housing options that have been effective in other communities | Short-term |
| HV 4: Provide opportunities for regular social connections among Winchendon residents, honor and support each other within and between demographics (continued...) | Strategy HV 4.1: Identify all the opportunities available in the community to build or strengthen connections. Engage community members in building and implementing a plan to address priority requirements | Short-term |
| | Strategy HV 4.2: Research effective options that have been used to engage and include people across demographics | Short-term |

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| Implementation continued... | | |
|--|--|------------|
| Goal | Strategy | Timeline |
| HV 4: Promote opportunities for regular social connections among Winchendon residents, honor and support each other within and between demographics (continued...) | Strategy HV 4.3: Consider an ongoing communications/broadcast plan of Winchendon meeting building, creating, learning, playing, etc. together and promoting the benefits of it for all | Short-term |
| | Strategy HV 4.4: Identify opportunities and strategies with existing organizations, civic and local groups, the schools, etc. to broaden and build connections | Short-term |
| | Strategy HV 4.5: Determine how to best engage the youth and strengthen with the Peabody HCA, Winchendon chapter youth committee | Short-term |
| HV 5: Encourage all residents, visitors, and tourists, to be aware of all programs and materials that can make a difference in their quality of life | Strategy HV 5.1: Research available options that have been used by other communities or regions to provide accurate, timely and interesting information to residents | Short-term |
| | Strategy HV 5.2: Establish a committee or task force to coordinate the development, promotion and updating of this resource | Short-term |

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Communication & Engagement

Background

Communication is key to ensuring that the Master Plan vision is carried through to fruition. Unfortunately, we have recently lost most of the traditional ways for reaching people to us as a result of the COVID-19 pandemic. The loss of the primary Courier has been particularly hard.

At the same time, important new communication channels have opened. The cable system (with cable) is still informed. Facebook and social media provide unique potential for better interaction between residents and town government and town officials. Most recently, the pandemic has caused everyone to click differently, creating a new way of communicating and has surfaced new ways of communicating via Zoom meetings and webinars.

The implementation of the Master Plan calls for our town to be more than just a place where things happen by making them happen and making them work for us, we can create even greater community engagement, coordinate acting efforts and foster a more cohesive community.

Communication & Engagement Goals

CE 1: adopt new methods for keeping the community aware of and involved in Town government using technology where appropriate

CE 2: adopt new methods to facilitate communication across town departments and boards using technology where appropriate

CE 3: Make broadband available and affordable to all town residents

CE 4: Increase the level of citizen participation in Town government

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Implementation

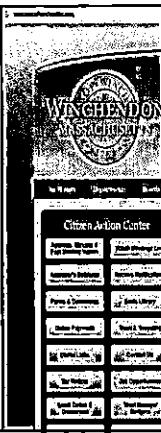
| Goal | Strategy | Timeline |
|---|--|-------------|
| CE 1: Adopt new methods for keeping the community aware of and involved in Town government using technology where appropriate | <ul style="list-style-type: none"> CE 1.1: Expand the role of the Communications Committee to include communication with members across all forms of media CE 1.2: Conduct a complete update or overhaul of the Town of Wincanton website CE 1.3: Create and manage a list of all Wincanton government social media accounts and ensure links to these accounts are readily available on the Town website CE 1.4: Continue robust participation in meetings via Zoom video conference on the Massachusetts Public Schools site CE 1.5: Consider methods to push official Town news to relevant media outlets CE 1.6: Partner with the Wincanton School District, Council on Aging, and other official and community groups to share Town information with their stakeholders CE 1.7: Consider a "live news" feed on the Town website, similar to the one currently on the Massachusetts Public Schools site | Short-term |
| CE 2: Adopt new methods to facilitate communication across town departments and boards using technology where appropriate | <ul style="list-style-type: none"> CE 2.1: Outsource management of the Town website to a third-party digital communications firm CE 2.2: Change departments and boards to each identifying who collaborates to prepare to release a report and train them in post and social media CE 2.3: Work with other municipalities to understand best practices and identify a bidirectional search tool for shared changes at local and regional levels if appropriate CE 2.4: Work with our physical state officials to ensure that messaging can compete to be held via Zoom post-pandemic, making changes to laws and regulations if required | Ongoing |
| | <ul style="list-style-type: none"> CE 2.5: Provide internet service outside public buildings CE 2.6: Engage with the Massachusetts Broadband Institute to qualify Wincanton for expanded Broadband program CE 2.7: Set up a network of elected town officials to ensure Wincanton is not left behind in technological improvements | Medium-term |
| | <ul style="list-style-type: none"> CE 2.8: Ensure high speed internet is available via all town-owned covered social media CE 2.9: Simplify public access to live audio messaging CE 2.10: Ensure key meetings are archived for public viewing CE 2.11: Provide boards, commissions and committees with tools to improve citizen engagement in their efforts, through collaboration with Mass DPW/MA Department of Transportation CE 2.12: Expand outreach efforts to wider audiences via job boards, community forums, and other platforms to increase engagement and citizen communication CE 2.13: Provide simplified descriptions of responsibilities and processes of any commission when seeking for board, commission and committee members | Short-term |

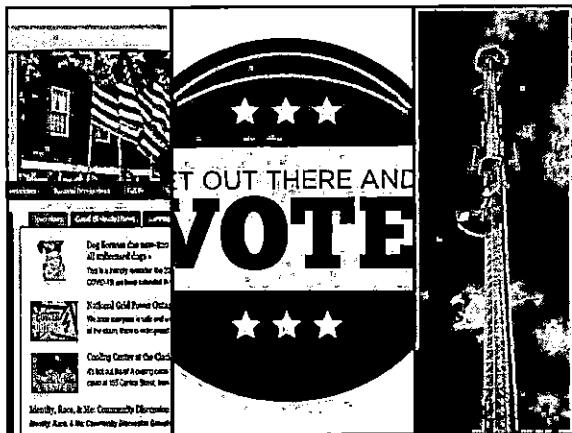
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Implementation continued...

| Goal | Strategy | Timeline |
|--|---|--|
| CE 3: Make broadband available and affordable to all town residents | <ul style="list-style-type: none"> CE 3.1: Identify currently available broadband options for town residents and business CE 3.2: Partner continue with current providers to expand and improve access to broadband services CE 3.3: Provide internet service outside public buildings CE 3.4: Consider grants of internet initiatives for unincorporated areas CE 3.5: Engage with the Massachusetts Broadband Institute to qualify Wincanton for expanded Broadband program CE 3.6: Set up a network of elected town officials to ensure Wincanton is not left behind in technological improvements | Short-term |
| CE 4: Increase the level of citizen participation in Town government | <ul style="list-style-type: none"> CE 4.1: Encourage citizen participation in local elections via all town-covered social media CE 4.2: Simplify public access to live audio messaging CE 4.3: Ensure key meetings are archived for public viewing CE 4.4: Provide boards, commissions and committees with tools to improve citizen engagement in their efforts, through collaboration with Mass DPW/MA Department of Transportation CE 4.5: Expand outreach efforts to wider audiences via job boards, community forums, and other platforms to increase engagement and citizen communication CE 4.6: Provide simplified descriptions of responsibilities and processes of any commission when seeking for board, commission and committee members | <ul style="list-style-type: none"> Ongoing Short-term Medium-term Medium-term Ongoing Short-term |

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Implementation

Teams Board, Committees, Commissions and citizens should see their Master Plan as a business plan for accomplishing the things our citizens have expressed as important to their future. Achieving our community's Vision, and the outcomes of the Master Plan, requires the active implementation of the strategies set forth in each of the plan chapters.

This section organizes the strategies into ongoing, short-term, medium-term, and long-term categories, and assigns the execution of each strategy to one or more Board, Committees, or Commissions ("Responsible Actors"), including staff where appropriate. In cases where multiple Responsible Actors are assigned, one is designated as the lead.

A listing of those Board, Committees, or Commissions that have been assigned to Responsible Actors is included for reference. Most of these groups are established to oversee implementation of the Master Plan. An additional listing of the Town staff who will include active recruitment and training of citizens to serve on these groups (Strategy SF 4.1), a list of all Town Departments is included. An updated organizational chart that includes the staff department is part of this plan (Strategy SF 4.4).

A Master Plan of the scope and detail requires project management and oversight. A Master Plan Implementation Committee (MPC) will be established by the Board of Selectmen (BOS) and charged with overseeing the execution of the Plan (Strategy SF 7.1). The MPC will work with the responsible actors to monitor progress for each strategy and report progress directly to the BOS. Additionally, Responsible Actors will report their progress directly to the BOS at periodic meetings (Strategy SF 1.3) and recommend refinements to the plan.

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Boards, Commissions & Committees

Agribusiness Committee (AC) to support and enhance agriculture in the town of Hendon.
2 members, BOS appointed

Arts Commission (AC) shall review the arts plan with independent artists and other independent cultural organizations and shall make recommendations to the Board of Selectmen (BOS) regarding the same.
2 members, BOS appointed

Board of Education (BOE) is responsible for the health of the public school system and for providing a healthy community environment. Board of Education (BOE) is also responsible for the Board of Trustees (BOT) and the Board of Finance (BOF).

The Capital Planning Committee (CPC) oversees resources for major capital purchases and other capital improvements, including the maintenance of the Town Hall and the Fire Department.

Community Improvement Committee (CIC) The charge of the CIC is to coordinate, stimulate and encourage the development of the town's physical and economic resources of programming and the implementation of the Hendon Together Plan.

7 members, BOS appointed

Cultural Council (CC) recommends grants for local arts organizations and other non-profit organizations that support the arts and culture in the town of Hendon. It also reviews applications for grants from the town of Hendon.

2 members, BOS appointed

Healthcare Committee (HC) to support and enhance healthcare services in the town of Hendon. It also reviews applications for grants from the town of Hendon.

2 members, BOS appointed

Housing Committee (HC) to support and enhance housing opportunities in the town of Hendon. It also reviews applications for grants from the town of Hendon.

2 members, BOS appointed

Library Board of Trustees (LBT) advances the mission of the library and ensures its growth for the library users.

2 members, BOS appointed

Planning Board (PB) is responsible for land planning, Zoning, Subdivision, Land Use, and Zoning Plan regulation land developments according to the State of Maine Zoning Laws, the Subdivision Rules and Regulations of the State of Maine and Zoning Ordinance.

2 members, BOS appointed

Transportation Committee (TC) is responsible for the maintenance of the town roads, Public Works, and Utilities Systems, including the Water Treatment Plant, Sewer Treatment Plant, and Waste Management.

2 members, BOS appointed

Tax & Finance Committee (TFC) to advise the Board of Selectmen (BOS) on tax issues, including property taxes, sales taxes, and other taxes.

2 members, BOS appointed

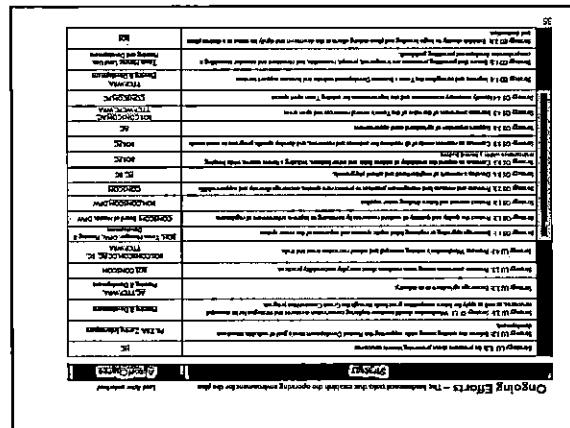
Vibrant Business Committee (VBC) to enhance the quality of life in our community by providing information and resources to assist businesses in the development and utilization of the infrastructure.

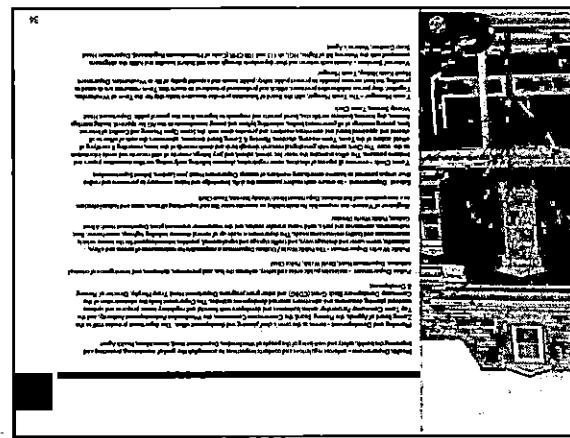
2 members, BOS appointed

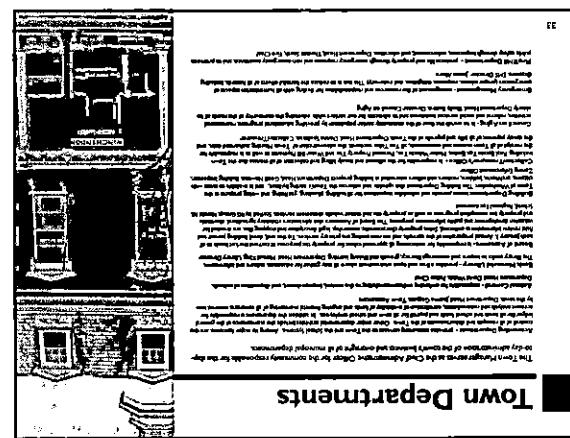
Volunteerism Committee (VC) to encourage, stimulate and educate the town of Hendon's citizens about volunteerism and the many opportunities available to them to contribute to and support the town's many non-profits.

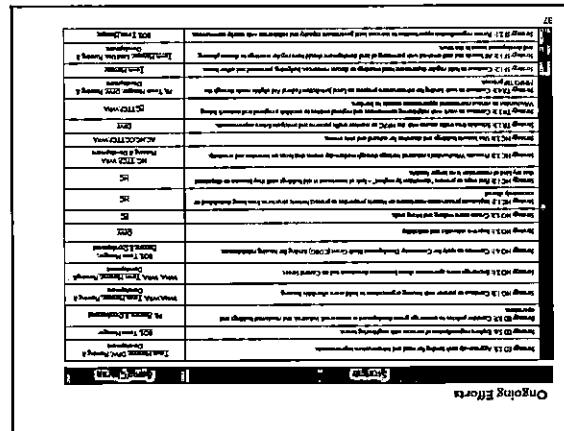
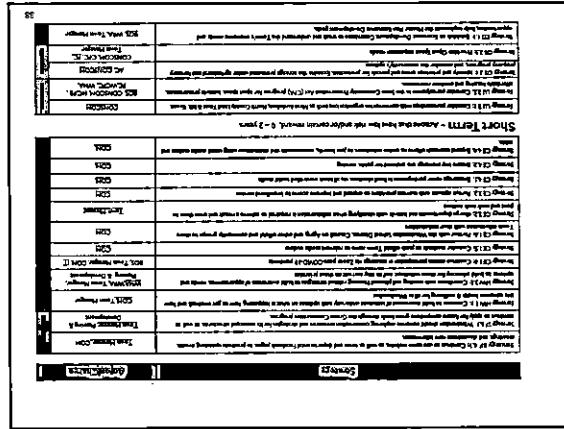
2 members, BOS appointed

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On-going Efforts

| |
|--------------|
| 100% Premium |
| 90% |
| 80% |
| 70% |
| 60% |
| 50% |
| 40% |
| 30% |
| 20% |
| 10% |
| 5% |
| 0% |

| |
|---|
| Medium Term - Medium term planning to address and refine objectives set by the previous medium term plan. |
| Objectives |
| Strategic |
| Operational |
| Financial |
| Human Resources |
| Information Systems |
| Marketing |
| Production |
| Quality |
| R&D |
| Supply Chain |
| Customer Service |
| Environment |
| Health & Safety |
| Procurement |
| Quality |
| Health & Safety |
| Environment |
| Procurement |
| Customer Service |
| Supply Chain |
| R&D |
| Production |
| Marketing |
| Information Systems |
| Human Resources |
| Strategic |
| Objectives |
| Medium Term - |

| |
|--|
| Short Term - Short term planning to address and refine objectives set by the previous short term plan. |
| Objectives |
| Strategic |
| Operational |
| Financial |
| Human Resources |
| Information Systems |
| Marketing |
| Production |
| Quality |
| R&D |
| Supply Chain |
| Customer Service |
| Environment |
| Health & Safety |
| Procurement |
| Quality |
| Health & Safety |
| Environment |
| Procurement |
| Customer Service |
| Supply Chain |
| R&D |
| Production |
| Marketing |
| Information Systems |
| Human Resources |
| Strategic |
| Objectives |
| Short Term - |

| |
|--|
| Short Term - Short term planning to address and refine objectives set by the previous short term plan. |
| Objectives |
| Strategic |
| Operational |
| Financial |
| Human Resources |
| Information Systems |
| Marketing |
| Production |
| Quality |
| R&D |
| Supply Chain |
| Customer Service |
| Environment |
| Health & Safety |
| Procurement |
| Quality |
| Health & Safety |
| Environment |
| Procurement |
| Customer Service |
| Supply Chain |
| R&D |
| Production |
| Marketing |
| Information Systems |
| Human Resources |
| Strategic |
| Objectives |
| Short Term - |

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| | | |
|---|------------------------------|-----------------|
| Project Plan Considerations | Prioritizing Benefits | Planning |
| Additional Information: | | |
| <p>The Business Case must include the following:</p> <ul style="list-style-type: none"> • The financial justification for the proposed change • The cost of the proposed change • The duration of the proposed change • The resources required to implement the proposed change • The impact of the proposed change on business processes, stakeholders, and external parties • The risk factors associated with the proposed change • The proposed timeline for implementation • The budget allocated for the proposed change • The proposed scope of work and deliverables • The proposed approach and methodology for implementation • The proposed team structure and roles • The proposed communication plan for stakeholders • The proposed monitoring and evaluation plan for the proposed change • The proposed contingency plan for potential risks and challenges • The proposed financial projections and analysis for the proposed change • The proposed ethical and social responsibility considerations • The proposed legal and regulatory requirements | | |
| | | |

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| | | | |
|---|------------------------------------|------------------------------|-----------------|
| Long Term - | Project Plan Considerations | Prioritizing Benefits | Planning |
| Additional Information: | | | |
| <p>The Business Case must include the following:</p> <ul style="list-style-type: none"> • The financial justification for the proposed change • The cost of the proposed change • The duration of the proposed change • The resources required to implement the proposed change • The impact of the proposed change on business processes, stakeholders, and external parties • The risk factors associated with the proposed change • The proposed timeline for implementation • The budget allocated for the proposed change • The proposed scope of work and deliverables • The proposed approach and methodology for implementation • The proposed team structure and roles • The proposed communication plan for stakeholders • The proposed monitoring and evaluation plan for the proposed change • The proposed contingency plan for potential risks and challenges • The proposed financial projections and analysis for the proposed change • The proposed ethical and social responsibility considerations • The proposed legal and regulatory requirements | | | |
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| | | | |
|---|------------------------------------|------------------------------|-----------------|
| Medium Term - | Project Plan Considerations | Prioritizing Benefits | Planning |
| Additional Information: | | | |
| <p>The Business Case must include the following:</p> <ul style="list-style-type: none"> • The financial justification for the proposed change • The cost of the proposed change • The duration of the proposed change • The resources required to implement the proposed change • The impact of the proposed change on business processes, stakeholders, and external parties • The risk factors associated with the proposed change • The proposed timeline for implementation • The budget allocated for the proposed change • The proposed scope of work and deliverables • The proposed approach and methodology for implementation • The proposed team structure and roles • The proposed communication plan for stakeholders • The proposed monitoring and evaluation plan for the proposed change • The proposed contingency plan for potential risks and challenges • The proposed financial projections and analysis for the proposed change • The proposed ethical and social responsibility considerations • The proposed legal and regulatory requirements | | | |
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